



**General Services Administration
Federal Acquisition Service**

**Authorized Multiple Award Schedule 871
Professional Engineering Services
Schedule Price List**

**Contract Number
GS-23F-0122J**

Contract Period of Performance
September 23, 1999 through March 21, 2015

Current through Modification PO-0035 dated August 8, 2014

ManTech Advanced Systems International, Inc.

12015 Lee Jackson Highway, 8th Floor

Fairfax, Virginia 22033

Attn: Jeromy Block

Tel: 703-218-6440

Fax: 703-814-4201

Large Business

<http://www.mantech.com/>

On-line access to contract ordering information, terms, and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA Advantage!, a menu-driven database system. The INTERNET address GSA Advantage! is: <http://www.gsaadvantage.gov>. For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at <http://www.fss.gsa.gov>.

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SPECIAL ITEM NUMBERS (SINS)

871-1 STRATEGIC PLANNING FOR TECHNOLOGY PROGRAMS/ACTIVITIES

Services required under this SIN involve the definition and interpretation of high-level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Typical associated tasks include, but are not limited to an analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, privatization and outsourcing.

871-1RC STRATEGIC PLANNING FOR TECHNOLOGY PROGRAMS/ACTIVITIES-RECOVERY PURCHASING

871-2 CONCEPT DEVELOPMENT AND REQUIREMENTS ANALYSIS

Services required under this SIN involve abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development or enhancement of high level general performance specifications of a system, project, mission or activity. Typical associated tasks include, but are not limited to requirements analysis, cost/cost-performance trade-off analysis, feasibility analysis, regulatory compliance support, technology conceptual designs, training, privatization and outsourcing.

871-2RC CONCEPT DEVELOPMENT AND REQUIREMENTS ANALYSIS-RECOVERY PURCHASING

871-3 SYSTEM DESIGN, ENGINEERING AND INTEGRATION

Services required under this SIN involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering plans and specifications), performing risk identification/analysis/mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to computer-aided design, design studies and analysis, high level detailed specification preparation, configuration management and document control, fabrication, assembly and simulation, modeling, training, privatization and outsourcing.

871-3RC SYSTEM DESIGN, ENGINEERING AND INTEGRATION-RECOVERY PURCHASING

871-4 TEST AND EVALUATION

Services required under this SIN involves the application of various techniques demonstrating that a prototype system (subsystem, program, project or activity) performs in accordance with the objectives outlined in the original design. Typical associated tasks include, but are not limited testing of a prototype and first article(s) testing, environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system safety, quality assurance, physical testing of the product or system, training, privatization and outsourcing.

871-4RC TEST AND EVALUATION-RECOVERY PURCHASING

871-5 INTEGRATED LOGISTICS SUPPORT

Services required under this SIN involves the analysis, planning and detailed design of all engineering specific logistics support including material goods, personnel, and operational maintenance and repair of systems throughout their life cycles. Typical associated tasks

include, but are not limited to ergonomic/human performance analysis, feasibility analysis, logistics planning, requirements determination, policy standards/procedures development, long-term reliability and maintainability, training, privatization and outsourcing. sportation management, and maintenance of equipment and facilities supporting these activities.

871-5RC INTEGRATED LOGISTICS SUPPORT-RECOVERY PURCHASING

871-6 ACQUISITION AND LIFE CYCLE MANAGEMENT

Services required under this SIN involve all of the planning, budgetary, contract and systems/program management functions required to procure and/or produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to technology-based systems, activities, subsystems, projects, etc. Typical associated tasks include, but are not limited to operation and maintenance, program/project management, technology transfer/insertion, training, privatization and outsourcing.

871-6RC ACQUISITION AND LIFE CYCLE MANAGEMENT-RECOVERY PURCHASING OUTSOURCING OR PRIVATIZATION OF PROFESSIONAL SERVICES

Task orders may be issued for complete outsourcing or privatization of a single task or any portion of an agency's operations within the scope of the contract. Under this type of an order, the contractor could be expected to provide a wide range of functions including administrative, management and technical. The contractor would be responsible for overall operations including developing a management structure to properly provide the full range of required services; planning, management, direction and supervision of the work activities involved and the personnel performing them; any facilities and/or equipment provided by the government, including the management of facilities and equipment in accordance with the provisions and/or regulations specified in the task order. The individual ordering agency will be responsible for assuring that pertinent governmental guidelines (e.g., OMB Circular A-76) are followed in deciding to use the outsourcing or privatization portion of this schedule.

CUSTOMER INFORMATION**1. Scope of Contract:**

ManTech's labor categories and associated qualifications for Professional Engineering Services are applicable for all SINs under this contract.

Professional Engineering Services	
SIN	Title
871-1 & 871-1RC	Strategic Planning for Technology Programs/Activities
871-2 & 871-2RC	Concept Development and Requirements Analysis
871-3 & 871-3RC	System Design, Engineering and Integration
871-4 & 871-4RC	Test and Evaluation
871-5 & 871-5RC	Integrated Logistics Support
871-6 & 871-6RC	Acquisition and Life Cycle Management

This contract shall only be used for the services listed. Inappropriate use of the contract for other than Professional Engineering Services may subject the contractor/agency to penalties provided by statute and regulation.

2. Maximum Order.

\$1,000,000. Notwithstanding this limit, agencies may place and ManTech may honor orders exceeding this limit in accordance with FAR 8.404. In accordance with the Maximum Order provisions contained in the Schedule, a delivery order may be placed against the schedule even though it exceeds the maximum order threshold. There is no maximum ceiling for any task order. This maximum order value is the suggested renegotiation point whereby agencies should seek additional concessions if orders exceed this amount. The contractor may 1) offer a new lower price, 2) offer the lowest price available under the contract, or 3) decline the order within five (5) days, with written notice stating the contractor's intent not to ship the item (or items) called for and the reason. Upon receiving this notice, the Government may acquire the supplies or services from another source. For purchase card orders exceeding the maximum order value, ManTech will provide written notice within 24 hours after receipt if we intend to decline the order.

3. Minimum Order.

\$100 unless ManTech agrees to accept a smaller order amount. When the Government requires supplies or services by this contract in an amount less than \$100, the Government is not obligated to purchase, nor is ManTech obligated to furnish those supplies or services under the contract. However, if the Government places such orders, they shall be deemed accepted by ManTech, unless returned to the ordering office within 5 workdays after receipt by ManTech.

4. Geographic Coverage (delivery area).

All government locations within the scope of the contract The geographic scope of this contract is the 48 contiguous states, the District of Columbia, Alaska, Hawaii, the Commonwealth of Puerto Rico and all U.S. Government installations and/or agencies abroad.

5. Point(s) of production (city, county, and State or foreign country).

All items listed herein are domestic end products, from designated countries under the Trade Agreements Act or are U.S. made end products. Services under this

Schedule/price list are available at any client location within the geographic scope on a TDY or permanent basis.

6. Discount from list prices or statement of net price.

Reference Net pricing Included Herein

7. Quantity discounts.

None

8. Prompt payment terms.

None; Net 30 ARO

9. Scope of Contract:

a. Notification that Government purchase cards are accepted at or below the micro-purchase threshold.

Government Commercial Credit Cards will be acceptable for payment. Contractors are required to accept the Government purchase card for payments equal to or less than the micro-purchase threshold for oral or written delivery orders.

b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold.

Government purchase cards will be acceptable for payment above the micro-purchase threshold. In addition, bank account information for wire transfer payment will be shown on the invoice.

10. Foreign items (list items by country of origin).

None

11. Deliveries:

a. Time of delivery.

Reference Ordering Procedures for Services. Delivery Schedule specified by task order. ManTech will deliver or perform services in accordance with the terms negotiated in the agency's order.

b. Expedited Delivery.

No applicable

c. Overnight and 2 day delivery.

Please contact ManTech for specific rates.

d. Urgent Requirements.

The Contractor will note in its price list the "Urgent Requirements" clause of its contract and advise agencies that they can also contact the Contractor's representative to effect a faster delivery.

12. F.O.B. point.

Destination

13. Ordering:

a. Ordering address.

ManTech Advanced Systems International, Inc.

12015 Lee Jackson Highway, 8th Floor

Fairfax, VA 22033

Attn: Mr. Jeromy Block

703-218-6440

b. Ordering procedures.

The organizations listed below may place orders under this contract.

- (1) Executive Agencies
- (2) Other Federal Agencies
- (3) Mixed-Ownership Government corporations
- (4) The District of Columbia
- (5) Government Contractors authorized in writing by a Federal agency pursuant to 48 CFR 51.1
- (6) Other activities and organizations authorized by statute or regulation to use GSA as a source of supply

14. Payment address.

ManTech Advanced Systems International, Inc.
12015 Lee Jackson Highway
Fairfax, Virginia 22033-3300
Attn: Accounts Receivable

All payments to the business units are remitted to the payment address listed above.

15. Warranty provision.

Reference Ordering Procedures for Services; standard Commercial Warranty for Products

16. Export packing charges.

Actual costs plus applicable G&A

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level).

Government Commercial Credit Cards will be acceptable for payment. Contractors are required to accept the Government purchase card for payments equal to or less than the micro-purchase threshold for oral or written delivery orders. Government purchase cards will be acceptable for payment above the micro-purchase threshold. In addition, bank account information for wire transfer payments will be shown on the invoice.

18. Terms and conditions of rental, maintenance, and repair.

Not applicable

19. Terms and conditions of installation.

Not applicable

20. Terms and conditions of repairs and/or services.

a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from the list prices.

Not applicable

b. Terms and conditions for any other services.

Not applicable

21. List of service and distribution points.

Not applicable

22. List of Business Units.**ManTech Advanced Systems International, Inc.**

c/o ManTech Security & Mission Assurance
7799 Leesburg Pike, Suite 700 South
Falls Church, VA 22043

DUNS: 198148751
CAGE: 0C0P6

ManTech Advanced Systems International, Inc.

c/o ManTech Information Systems & Technology Corporation
14280 Park Meadow Drive, Suite 400
Chantilly, VA 20151

DUNS: 789517976
CAGE: 0N5X4

ManTech Advanced Systems International, Inc.

c/o ManTech Telecommunications & Information Systems Corporation
2250 Corporate Park Drive, Suite 500
Herndon, VA 20171-2898

DUNS: 801008228
CAGE: 0D0S5

ManTech Advanced Systems International, Inc.

c/o ManTech Systems Engineering Corporation
12015 Lee Jackson Highway
Fairfax, VA 22033

DUNS: 174245993
CAGE: 2U954

ManTech Advanced Systems International, Inc.

c/o ManTech Command Control Systems Corporation
2250 Corporate Park Drive, Suite 500
Herndon, VA 20171-2898

DUNS: 142495907
CAGE: 3RAR6

ManTech Advanced Systems International, Inc.

c/o ManTech SRS Technologies, Inc.
3865 Wilson Blvd, Suite 800
Arlington, VA 22203-1780

DUNS: 066183039
CAGE: 4L958

ManTech Advanced Systems International, Inc.

c/o ManTech Mission, Cyber & Technology Solutions, Inc.
7799 Leesburg Pike, Suite 700 South
Falls Church, VA 22043

DUNS: 198148751

CAGE: 0C0P6

23. Preventive maintenance.

Not applicable

24. Special Attributes:

Not applicable

25. DUNS/TIN Numbers:

a. Data Universal Number System (DUNS) number.

13-962-7525

b. Taxpayer Identification Number.

52-1396243

26. Notification regarding registration in Central Contractor Registration (CCR) database.

Registered CAGE Code: 5N741

27. Types of Orders.

Both firm fixed-price and time and materials task orders are acceptable under this contract.

28. Security Requirements.

In the event security requirements are necessary, the ordering activities may incorporate in their delivery order(s), a security clause in accordance with current laws, regulations, and individual agency policy; however, the burden of administering the security requirements shall be with the ordering agency. If any costs are incurred as a result of the inclusion of security requirements, such costs will not exceed ten percent (10%) or \$100,000, of the total dollar value of the order, whichever is less.

29. Contract Administration for Ordering Offices.

Any ordering office, with respect to any one or more delivery orders placed by it under this contract, may exercise the same rights of termination as might the GSA Contracting Officer under provisions of FAR 52.212-4, paragraphs (1) Termination for the Government's convenience, and (m) Termination for Cause (See C.1.).

30. Purchase of Incidental, Non-Schedule Items.

For administrative convenience, open market (non-contract) items may be added to a Federal Supply Schedule Blanket Purchase Agreement (BPA) or an individual order, provided that the items are clearly labeled as such on the order, all applicable regulations have been followed, and the price reasonableness has been determined by the ordering activity for the open market (non-contract) items.

31. Subcontractors.

Subcontractors are to be included on task orders under the schedule price list labor categories and rates when possible. Upon the approval of the ordering agency, subcontractors may be included as off-schedule costs if their services are not suitable under the contract labor categories as listed herein (per the Schedule 874 V solicitation).

32. Travel & Other Direct Costs (ODC)

For travel and ODC's costs, ManTech will follow the Federal Travel Regulations or Joint Travel Regulations, as applicable. As documented within ManTech's disclosure statement for each Business Unit, ManTech will apply applicable indirect rates to travel and/or ODC costs per our disclosure statements.

33. Differentials/Allowances

The rates included herein do not include Cost of Living Allowances or Site Differentials, nor do they include Housing or Relocation Costs. These costs, to include overtime pay and shift differentials shall be negotiated separately on a case-by-case basis with the ordering agencies. Additionally, the rates do not include Hazardous Duty Pay or Sea Duty/Isolated Duty. These costs shall also be negotiated separately on a case-by case-basis with the ordering agencies.

34. Overtime

ManTech observes all overtime pay requirements of the Fair Labor Standards Act of 1938, as amended. Thus all employees who are subject to the law's wage and hour provisions (that is "non-exempt" employees, such as administrative personnel and certain technicians) will receive compensation for approved overtime in accordance with those provisions. In states that have established other overtime standards, applicable legal requirements will be observed.

35. Defense Priorities and Allocations System Requirements

For task orders issued under this schedule, ManTech recognizes the Defense Priorities and Allocations System Requirements regulation, reference DFAR 252.211-15.

36. Liability for Injury or Damage

The Contractor shall not be liable for any injury to Government personnel or damage to Government property arising from the use of equipment maintained by the Contractor, unless such injury or damage is due to the fault or negligence of the Contractor.

37. Industrial Funding Fee

The Industrial Funding Fee is included in the labor rates and the products awarded under this Schedule. The IFF does not apply to off-schedule items such as travel, materials, and other direct costs.

38. Service Contract Act

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the indicated (*) SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCA matrix. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

SECTION A-1 LABOR CATEGORIES

LABOR CATEGORY DESCRIPTIONS & QUALIFICATIONS

ManTech is proposing the following labor categories and associated qualifications for Professional Engineering services for all SINs under this contract. All categories may be subject to the requirement of a government security investigation and may need to meet eligibility requirements for access to classified information.

The following education and experience substitutions apply to all labor categories: one year of additional education equates to 1.5 years of experience or 1.5 years of additional experience equates to one year of education. The following guidelines are provided:

- Associate Degree = High School plus 3 years directly related experience.
- Bachelors Degree = High School plus 6 years directly related experience, or Associate Degree plus 3 years directly related experience.
- Masters Degree = High School plus 9 years directly related experience, or Associates Degree plus 6 years directly related experience, or Bachelors Degree plus 3 years directly related experience.

For example, for a position that requires a Bachelor's degree plus 10 years experience, possible equivalents could include High School plus 16 years, or Associate's plus 13 years, or Master's plus 7 years.

Subcontractors are to be included on task orders under the contract labor categories and rates, when possible. Upon the approval of the ordering agency, subcontractors may be included as off-schedule costs if their services are not suitable under the contract labor categories as listed herein.

Corporate Staff Officer I
Technical Director I - IV
Project Manager I - VII
Project Engineer I - VII
Facilities Engineer I - V
Field Engineer I - VII
Logistics Engineer I - VII
Mechanical Engineer I - VII
Hardware Engineer I - VII
Software Engineer I - VII
Systems Engineer I - VII
Configuration Analyst I - V
Database Design Analyst I - VI
Information Systems Security Analyst I - VII
Programming Analyst I - VI
Quality Analyst I - V
Systems Analyst I - VII
Technical Support Analyst I - V
Computer Services – Professional Staff I - VIII
LAN Administration Manager I - V
Sr. Technician I - VI
Technician I - V
Research Technician I - VIII

Technical Writer I - V
 Training Specialist I - V
 Security Manager I - V
 Security Specialist I - IV
 Professional Business Specialist I - VII
 Administrative Support I - V

CORPORATE STAFF OFFICER I

Duties: Officers at this level have proven qualities of leadership, usually advancing from lower-level management positions on the corporate staff or within subsidiary organizations. They have achieved unusual success in handling positions of great responsibility. Duties usually include the oversight of a corporate department or division within which they are ultimately responsible for the staffing, budgeting and strategic planning. Have demonstrated success in dealing with officials of other corporations and with customers, as well as persons of both higher and lower status within the corporation and its subsidiaries. Provide executive guidance to agency heads, directors, and senior managers on quality improvement. Design, organize, lead, and conduct executive level workshops, training sessions, pilot projects, organizational readiness surveys, and customer focus groups.

Qualifications:

Corporate Staff Officer I Bachelor's Degree plus 15 years experience

TECHNICAL DIRECTOR I - IV

Duties: Manages a directorate within a division; has supervisory and developmental responsibilities within a functional area. Manages one or more projects or programs, may manage an operating office and supervises professional and technical personnel performing in their customary disciplines. Develops and maintains a sales and marketing plan to achieve objectives endorsed by division and group management. Maintains aggressive efforts to achieve objectives. Experienced in management or implementation of large programs in such areas as operations, technology innovations, business operations, program management, software engineering, design engineering, system integration, digital imaging or digital communication technology.

Qualifications:

Technical Director I	Bachelor's Degree plus 10 years experience
Technical Director II	Bachelor's Degree plus 12 years experience
Technical Director III	Bachelor's Degree plus 15 years experience
Technical Director IV	Bachelor's Degree plus 15 years experience (5+ yrs specialized)

PROJECT MANAGER I - VII

Duties: Primary point of contact with the client for all efforts performed under the program. Manages and provides technical expertise and services. Responsible for the performance and phases of programs/projects from inception through completion. Works directly with key customer contacts to facilitate all assigned services including interactive customer communications, marketing, logistics, ad hoc projects, and other day-to-day activities; oversees project management for all areas of customer relationship; evaluates existing procedures, processes, techniques, models, and systems related to the project and makes recommended solutions; provides mentoring and supervisory leadership; and leads teams in defining, planning and implementing projects to achieve specific business objectives, identifies risk and risk avoidance measures. Oversees the technology development and/or application, marketing, and

resource allocation within program client base. Performs day-to-day management of overall contract support operations, or task order projects, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs and coordinates the planning and production of contract support activities/or assigned task order projects. Ensures project schedules are met. Demonstrates proven skills in those technical areas addressed by the specific task order(s) to be managed. Capable of leading projects that involve the successful management of teams composed of subject matter experts, engineers, scientists, logisticians, management professionals, and/or administrative and technical personnel. Plans, directs and coordinates the activities of administration as well as program control and technical supervision of personnel.

Qualifications:

Project Manager I	Bachelor's Degree plus 7 years experience
Project Manager II	Bachelor's Degree plus 10 years experience
Project Manager III	Bachelor's Degree plus 12 years experience
Project Manager IV	Bachelor's Degree plus 12 years experience (5+ yrs specialized)
Project Manager V	Bachelor's Degree plus 16 years experience
Project Manager VI	Bachelor's Degree plus 16 years experience (8+ yrs specialized)
Project Manager VII	Bachelor's Degree plus 16 years experience (10+ yrs specialized)

PROJECT ENGINEER I - VII

Duties: Responsible for technical/administrative leadership of a project or group of projects within the programmatic guidelines set by the Program Manager and customer. Ensures work scope, schedule and budget are defined and maintained. Provides coordination between resource managers/supervisors and ensures all necessary reviews and approvals are received as the project proceeds. Experience in the development of systems engineering processes and procedures. Knowledge of and experience with the commercially available systems engineering requirements and data management software tools. Reviews completion and implementation of project and/or solution of assigned projects. Analyzes, investigates and develops project guidelines. Coordinates logisticians, engineers, technicians and other technical staff. Interacts with vendors to provide products and services. Reports and recommends changes to project improvements to management. Provides direct support to Project and Program Manager. Provides technical consultation. May directly or indirectly supervise lower level engineers assigned to the project.

Qualifications:

Project Engineer I	Bachelor's Degree plus 7 years experience
Project Engineer II	Bachelor's Degree plus 10 years experience
Project Engineer III	Bachelor's Degree plus 12 years experience
Project Engineer IV	Bachelor's Degree plus 12 years experience (5+ yrs specialized)
Project Engineer V	Bachelor's Degree plus 16 years experience
Project Engineer VI	Bachelor's Degree plus 16 years experience (8+ yrs specialized)
Project Engineer VII	Bachelor's Degree plus 16 years experience (10+ yrs specialized)

FACILITIES ENGINEER I - V

Duties: Plans and programs architectural construction. Works with clients/customers, translating user functional requirements into facility requirements. Experience in the relocation of organizations, including site surveys and the development of construction requirements. Familiar with construction standards, Corps of Engineers guide specifications, with emphasis on Sensitive Compartmented Information Facility (SCIF) construction requirements/standards.

Familiar with regulations regarding construction, alteration, repair and maintenance of real property assets. Performs other duties, as assigned.

Qualifications:

Facilities Engineer I	Bachelor's Degree plus 5 years experience
Facilities Engineer II	Bachelor's Degree plus 7 years experience
Facilities Engineer III	Bachelor's Degree plus 10 years experience
Facilities Engineer IV	Bachelor's Degree plus 12 years experience
Facilities Engineer V	Bachelor's Degree plus 16 years experience

FIELD ENGINEER I - VII

Duties: Provides technical guidance, instructs and assists in the maintenance, operation, test or modification of equipment. Coordinates and relates field problems and activities with both customer and cognizant contractor personnel. Conducts and/or assists in the field test, field modification, field system test, maintenance and operation of a specific system; performs interface with customer maintenance and operations personnel and assures their familiarity with system test, line-up and maintenance procedures. May assume supervision of engineering and logistics personnel on-site who are assigned to testing, maintenance or operation functions. Provides technical guidance and assists in the preparation and implementation of preventive and corrective maintenance procedures for system equipment in the field. Participates in determining equipment modifications or other product support requirements which may be necessary to update, improve or maintain equipment or systems. Conducts and/or assists in the installation, alignment, checkout, overhaul and modification of fielded equipment. Performs field maintenance and field test on various equipment as required. Participates in in-plant tests of specific systems, with cognizant engineering personnel. Assists in the training of customer's test, maintenance and operation personnel, when required. Acts in the capacity of a field supervisor with administrative and technical direction of field personnel on site, when requested.

Qualifications:

Field Engineer I	Bachelor's Degree
Field Engineer II	Bachelor's Degree plus 2 years experience
Field Engineer III	Bachelor's Degree plus 5 years experience
Field Engineer IV	Bachelor's Degree plus 7 years experience
Field Engineer V	Bachelor's Degree plus 10 years experience
Field Engineer VI	Bachelor's Degree plus 12 years experience
Field Engineer VII	Bachelor's Degree plus 16 years experience

LOGISTICS ENGINEER I - VII

Duties: Performs a variety of logistics engineering tasks, either independently or under supervision, which are broad in nature and may include, but not limited to, any of the following. Conducts reliability, maintainability and availability studies and tasks. Evaluates and assists in developing system design for supportability and integrated logistics support elements (maintenance planning; manpower and personnel; training and training support; supply; support equipment; handling, storage, and transportability; and reliability and maintainability). Coordinates detailed analyses to ensure integration of support considerations into the design process. Prepares reliability and maintainability studies, plans predictions and models in accordance with applicable specification. Prepares failure mode effects and criticality analyses. Plans and conducts maintainability demonstrations, and develops maintenance and support plans. Prepares and maintains the logistics support analysis record and database. Conducts life cycle cost analysis, optimum repair level analysis, system safety analysis and human

engineering analysis and studies. Prepares test and support equipment studies, analysis and documents. Participates in engineering design reviews, drawing change boards, LSAR reviews, and ILS meetings. Provides management and/or technical support to projects in such areas as: training, logistics, acquisition management, configuration management, data management, program control and/or manpower planning. Provides implementation support in the areas of technical order verification and validation, deficiency reporting, and system/support equipment acquisition documentation.

Qualifications:

Logistics Engineer I	Bachelor's Degree
Logistics Engineer II	Bachelor's Degree plus 2 years experience
Logistics Engineer III	Bachelor's Degree plus 5 years experience
Logistics Engineer IV	Bachelor's Degree plus 7 years experience
Logistics Engineer V	Bachelor's Degree plus 10 years experience
Logistics Engineer VI	Bachelor's Degree plus 12 years experience
Logistics Engineer VII	Bachelor's Degree plus 16 years experience

MECHANICAL ENGINEER I - VII

Duties: Possesses progressive experience in the support and sustainment of existing or future systems to include design analysis, design of new or modification packages, development of engineering projects, and integration of mechanical and electro-mechanical components, sub-systems and systems (e.g. aircraft hydraulic and/or pneumatic systems). Provides guidance in solving complex engineering problems, planning and conducting engineering feasibility studies for design improvement modifications and implementation of advanced technologies. Proficient in the evaluation, implementation, integration, and maintenance of all hardware for the supported environment, to include other reasonable support as requested by the customer. Conducts analysis and/or tests pertaining to the development of new designs, methods, materials or processes. Completes required documentation and may provide recommendations. Writes test procedures, compiles and evaluates design and test data and prepares technical specifications. May plan, conduct, technically direct and evaluate projects or major phases of significant projects, coordinating the efforts of engineers, logisticians, and technical support staff.

Qualifications:

Mechanical Engineer I	Bachelor's Degree plus 2 years experience
Mechanical Engineer II	Bachelor's Degree plus 5 years experience
Mechanical Engineer III	Bachelor's Degree plus 7 years experience
Mechanical Engineer IV	Bachelor's Degree plus 10 years experience
Mechanical Engineer V	Master's Degree plus 9 years experience
Mechanical Engineer VI	Master's Degree plus 12 years experience
Mechanical Engineer VII	Master's Degree plus 15 years experience

HARDWARE ENGINEER I - VII

Duties: Develops and applies advanced hardware/systems methods, theories and research techniques in the investigation and solution of complex and advanced technical problems for both new and also legacy systems. Generates and approves projects and testing specifications. Develops test planning documentation, including test plans, test specifications, and test procedures for integrated systems. Conducts investigations and tests of considerable complexity. Diagnoses malfunctions in existing products and makes improvements or modifications. Compiles and evaluates design and test data and prepares technical

specifications. Analyzes, develops and recommends design approaches to meet production requirements for new or improved products and/or processes. Assists in the maintenance and repair of items that may include, but not limited to, electronic, mechanical, environmental, structural items and also the support infrastructure to include buildings, environmental control systems, HVAC, etc. Develops design changes throughout systems life cycle so that systems will meet the performance requirements and mission responsibilities. Interfaces with technical support personnel, drafters, technical writers, logisticians, and engineering technicians as required. May plan, conduct, technically direct and evaluate projects or major phases of significant projects, and coordinate the efforts of engineers, logisticians, and technical support staff in the performance of assigned duties.

Qualifications:

Hardware Engineer I	Bachelor's Degree plus 2 years experience
Hardware Engineer II	Bachelor's Degree plus 5 years experience
Hardware Engineer III	Bachelor's Degree plus 7 years experience
Hardware Engineer IV	Bachelor's Degree plus 10 years experience
Hardware Engineer V	Master's Degree plus 9 years experience
Hardware Engineer VI	Master's Degree plus 12 years experience
Hardware Engineer VII	Master's Degree plus 15 years experience

SOFTWARE ENGINEER I - VII

Duties: Provides expertise in the design, modification, maintenance, and enhancement of information systems. Coordinates with the client to determine requirements to support specific business functions. Provides interface, as appropriate, to existing systems, including legacy systems, to gather/provide needed information and data. Provides training on enhancements, maintenance and operation of systems. Manages or assists with the implementation and roll-out of solutions. Develops and applies advanced methods, theories and research techniques in the investigation and solution of highly complex and advanced software applications and problems requiring the expert application of advanced knowledge. Specialized experience includes analysis, design or maintenance of complex software systems, including simulations and modeling, client/server architectures, networking techniques and protocols, databases, programming languages, and/or operating systems. Experienced in developing standards-compliant software utilizing industry-leading operating systems, languages, protocols, and relational databases. May provide work leadership to lower level employees.

Qualifications:

Software Engineer I	Bachelor's Degree plus 2 years experience
Software Engineer II	Bachelor's Degree plus 5 years experience
Software Engineer III	Bachelor's Degree plus 7 years experience
Software Engineer IV	Bachelor's Degree plus 10 years experience
Software Engineer V	Master's Degree plus 9 years experience
Software Engineer VI	Master's Degree plus 12 years experience
Software Engineer VII	Master's Degree plus 15 years experience

SYSTEMS ENGINEER I - VII

Duties: Develops and applies advanced methods, theories and research techniques in the investigation and solution of complex and difficult system design requirements and problems requiring the expert application of advanced knowledge. Provides comprehensive definition of all aspects of system development from analysis of mission needs to verification of system performance. Develops and refines new engineering techniques to enhance quality and

productivity. Generates and approves projects and testing specifications. Develops test planning documentation, including test plans, test specifications, and test procedures for integrated systems. Reviews and evaluates proposed system interoperability from both data exchange and communications support capabilities. Designs and develops equipment and system-oriented products and prepares related installation, operation and maintenance specifications and instructions. Performs and analyzes site surveys and recommends optimum equipment/system placement and any applicable software solutions to meet requirements. Reviews completion and implementation of system additions and/or enhancements and recommends corrections in technical application and analysis to management. Conducts hardware and software trade-off studies and prepares technical reports on the assessments. Assists the client in the establishment and conduct of quality assurance analysis and engineering to include periodic reviews and audits. Participates in site testing, security accreditation, and formal acceptance testing. Possesses experience with simulations, data extraction, reduction, and analysis methodologies, modern techniques for system integration, and systems and software configuration management policy and guidelines. May provide work leadership to lower level employees.

Qualifications:

Systems Engineer I	Bachelor's Degree plus 2 years experience
Systems Engineer II	Bachelor's Degree plus 5 years experience
Systems Engineer III	Bachelor's Degree plus 7 years experience
Systems Engineer IV	Bachelor's Degree plus 10 years experience
Systems Engineer V	Master's Degree plus 9 years experience
Systems Engineer VI	Master's Degree plus 12 years experience
Systems Engineer VII	Master's Degree plus 15 years experience

CONFIGURATION ANALYST I - V

Duties: Designs, develops and establishes configuration and data management documents based on program requirements. Responsible for establishing configuration identification, functional, allocated and product baselines, configuration control, status accounting, physical configuration audits, configuration management procedures and techniques, utilization, processing and technical documentation. Analyzes proposed design changes to determine the effect on overall system. Conducts formal and informal reviews at pre-determined points throughout the development life cycle to ensure quality control. Authorizes the release of drawings and changes specified by Program Management and other functional groups. Interfaces with existing CM personnel to help reorganize and implement more efficient plans and procedures of the CM Organization. Provides advice and guidance on methods, procedures and requirements to individuals responsible for the creation of documentation. Experienced with Change Control Boards, project baseline maintenance, formal change control processes, and formal functional and physical audit practices. Develops configuration management procedures, and coordinates to resolve configuration issues. Provides configuration management direction to technical documentation personnel. May provide work leadership to lower level employees.

Qualifications:

Configuration Analyst I	Bachelor's Degree
Configuration Analyst II	Bachelor's Degree plus 2 years experience
Configuration Analyst III	Bachelor's Degree plus 5 years experience
Configuration Analyst IV	Bachelor's Degree plus 7 years experience
Configuration Analyst V	Bachelor's Degree plus 10 years experience

DATABASE DESIGN ANALYST I - VI

Duties: Plans and coordinates the administration of information systems and databases, to ensure accurate, appropriate, and effective use of data, including database definition, structure, documentation, long-range requirements, and operational guidelines. Reviews database design and integration of systems, and makes recommendations regarding enhancements/improvements. Formulates policies, procedures, and standards relating to database management, and monitors transaction activity and utilization. Applies knowledge of database information technology concepts and techniques in the design, development installation and maintenance of databases in support of program objectives. Provides database tuning and monitoring to insure effective and efficient data access. Experienced with data modeling techniques, standardization, design, and implementation. Coordinates with task personnel and with the client to determine requirements needed to support specific functions. Provides interface, as appropriate, to existing legacy systems to collect needed information and data. Provides training on enhancements, maintenance and operation of systems. Manages or assists with the implementation and roll-out of solutions. Assists in administering database organizations, standards, controls, procedures, and current, complete documentation. Develops applications to help formulate database solutions to business problems, data architectures, data base management system facilities and capabilities, and the operation and tuning of databases. Maintains databases with respect to access methods, access time, batch processes, device allocation, validation checks, periodic back-ups, organization, protection and security, documentation, dictionaries, statistical methods and integration of systems.. May provide work leadership to lower level employees.

Qualifications:

Database Design Analyst I	Bachelor's Degree plus 2 years experience
Database Design Analyst II	Bachelor's Degree plus 5 years experience
Database Design Analyst III	Bachelor's Degree plus 7 years experience
Database Design Analyst IV	Bachelor's Degree plus 10 years experience
Database Design Analyst V	Bachelor's Degree plus 12 years experience
Database Design Analyst VI	Bachelor's Degree plus 16 years experience

INFORMATION SYSTEMS SECURITY ANALYST I - VII

Duties: Performs information system security activities for government and commercial clients. Interfaces directly with clients to identify requirements. Fully characterizes information system security environments, including system connectivity, in terms of administrative, technical and organizational factors and develops risk management alternatives for securing information assets. Develops and applies advanced methods, theories and research techniques in the solution of security environment requirements and problems. Plans, conducts and technically directs projects or major phases of significant projects, coordinating the efforts of technical and support staff in the performance of assigned duties. Reviews information systems security environments to include all aspects of physical, technical and administrative security issues. Develops client-specific information system risk-management alternatives and implementation plans. Provides information system security training to other employees and performs oversight of all task-specific activities such as document preparation, writing, methodologies, etc. Evaluates government and commercial policies, manuals, regulations and other documents for relevance to information security management issues and ongoing efforts. Provides work leadership to lower level employees. Performs other duties, as assigned.

Qualifications:

Information Security Systems Analyst I	High School Diploma plus 4 years experience
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Information Security Systems Analyst II	High School Diploma plus 5 years experience
Information Security Systems Analyst III	Bachelor's Degree
Information Security Systems Analyst IV	Bachelor's Degree plus 2 years experience
Information Security Systems Analyst V	Bachelor's Degree plus 5 years experience
Information Security Systems Analyst VI	Bachelor's Degree plus 7 years experience
Information Security Systems Analyst VII	Bachelor's Degree plus 10 years experience

PROGRAMMING ANALYST I - VI

Duties: Plans, develops, tests and documents computer programs, working from detailed source data provided by senior programmers or systems analysts. Works on assignments requiring non-standard programming techniques. Analyzes and evaluates complex data processing systems, both current and proposed, translating business area customer information system requirements into detailed system/program requirements. May act as a Team Leader and provide technical leadership and guidance to programmers and technical staff. Provides alternatives, recommendations, and assistance to managers involved in the development, integration, and installation of business information systems. Participates in system requirement and design walk through sessions with business area customers. Position requires computer programming, analyses and design knowledge of various degrees as well as designing software and implementing databases. Performs structured data processing design analysis to translate user requirements into plans for system input, output files, data dictionaries, controls, and processing methods. Writes specifications, work statements, and proposals. Designs and develops documentation of data requirements. Provides methodologies for evaluating moderately complex tasks. Works with analysts and users to identify current operating procedures and clarify program objectives. Outlines steps required to develop a program, including diagrams and charts. Writes program documentation and user operation guidelines. Assists users to resolve operations problems and may provide technical assistance to users. Provides technical assistance to lower level programmers. Performs other duties, as assigned.

Qualifications:

Programming Analyst I	Bachelor's Degree
Programming Analyst II	Bachelor's Degree plus 2 years experience
Programming Analyst III	Bachelor's Degree plus 5 years experience
Programming Analyst IV	Bachelor's Degree plus 7 years experience
Programming Analyst V	Bachelor's Degree plus 10 years experience
Programming Analyst VI	Bachelor's Degree plus 12 years experience

QUALITY ANALYST I - V

Duties: Performs quality assurance efforts including maintaining quality records, performing quality audits, and maintaining quality assurance standards to meet evolving industry and government quality requirements. Reports independently of line management for functions being audited or where inspections are performed. Develops design, and adapts and/or implements a quality assurance program for a project/program which may include, but is not limited to, assessments, inspections, evaluations, and certifications. Defines and develops quality standards for receiving, in-process and final inspection and reviews and evaluates any rejections implementing corrective action as needed. Interfaces with customers, vendors and various company departments to resolve quality problems. Conducts and assists with benchmarking and surveys. Provides management with feedback on inspection and test trends, returns and vendor performance. May conduct Quality Assurance training. Performs and coordinates quality assurance activities such as the design and development of test plans,

criteria and procedures, to assemble test data, and conduct, evaluate, and verify test results. Documents procedures and performs audits. May provide technical support to inspection personnel. Periodically reports results to management and may supervise assistants when required. May provide work leadership, guidance, and direction to lower level employees.

Qualifications:

Quality Analyst I	Bachelor's Degree
Quality Analyst II	Bachelor's Degree plus 2 years experience
Quality Analyst III	Bachelor's Degree plus 5 years experience
Quality Analyst IV	Bachelor's Degree plus 7 years experience
Quality Analyst V	Bachelor's Degree plus 10 years experience

SYSTEMS ANALYST I - VII

Duties: Applies systems analysis and design techniques to complex systems in a broad area such as manufacturing, finance management, engineering, accounting or statistics, logistics planning, software engineering, material management, etc. Requires competence in all phases of systems analysis techniques, concepts, and methods, and knowledge of available system software, computer equipment, and the regulations, structure, techniques, and management practices of one or more subject matter areas. Produces innovative solutions for a variety of complex problems. Maintains and modifies complex systems or develops new subsystems such as an integrated production schedule, inventory control, cost analysis, or supply chain analysis record in which every item of each type is automatically processed through the full system of records. Guides users in formulating objectives and requirements and advises on alternatives and on the implications of new or revised data processing systems. Analyzes resulting user project proposals to identify omissions and errors in requirements and conducts feasibility studies. Recommends optimum approach; and develops system design solution for approved projects. Interprets information and informally arbitrates between system users when conflicts exist. Assists customer in the planning and coordinating acquisition and implementation of systems. Prepares functional specifications for acquiring commercially available equipment. Supports the process improvement efforts by providing specific, high level technical expertise as required. May serve as lead analyst in a design group, directing and integrating the work of lower level analysts.

Qualifications:

Systems Analyst I	Bachelor's Degree
Systems Analyst II	Bachelor's Degree plus 2 years experience
Systems Analyst III	Bachelor's Degree plus 5 years experience
Systems Analyst IV	Bachelor's Degree plus 7 years experience
Systems Analyst V	Bachelor's Degree plus 10 years experience
Systems Analyst VI	Bachelor's Degree plus 12 years experience
Systems Analyst VII	Bachelor's Degree plus 16 years experience

TECHNICAL SUPPORT ANALYST I - V

Duties: Plans, conducts and technically directs projects or major phases of significant engineering and maintenance projects. Coordinates the efforts of technical support personnel, drafters, technical writers and electronics technicians in the performance of assigned projects. Conducts investigation and tests of considerable complexity. Recommends corrections in technical applications and analysis. Evaluates vendor capabilities to provide required products or services. Conducts investigations and studies and presents recommendations and solutions related to short and long range program planning requirements. Classifies and summarizes

data for the preparations and submission of reports on a recurring basis. Provides advice and assistance to managers which directly affect the conduct and attainment of agency goals and objectives. Responsible for identifying, researching and evaluating new and emerging technology to support strategic planning initiatives. Performs evaluations, site surveys, requirements analysis and definition technology prototyping, and cost analyses. Develops "proof of concept" through use of techniques such as rapid prototyping as a means for accelerating delivery of turnkey systems. May recommend changes in technology, which support new and/or revised business practices. May provide technical consultation to other organizations and work leadership to lower level employees.

Qualifications:

Technical Support Analyst I	Bachelor's Degree
Technical Support Analyst II	Bachelor's Degree plus 2 years experience
Technical Support Analyst III	Bachelor's Degree plus 5 years experience
Technical Support Analyst IV	Bachelor's Degree plus 7 years experience
Technical Support Analyst V	Bachelor's Degree plus 10 years experience

COMPUTER SERVICES – PROFESSIONAL STAFF I - VIII

Duties: Performs operation and maintenance of peripherals, including processors, disk drives and printers and complex computer operation tasks, such as determining equipment set-up, scheduling jobs, executing non-routine jobs, and observing console. Manipulates controls to rearrange program steps and provides other adjustments. Schedules and coordinates daily computer operations. Distributes and verifies work. Trains operators in operation procedures and resolves operational problems. Responsible for system administration and management including daily system operation. Must be adept at problem identification and resolution. Must be capable of documenting operating system problems and developing solutions. Provides technical assistance to system users in resolving complex operating problems. Experience in operating system and third party software testing, customization, and installation. Working knowledge of operating system administration including security, system and disk management, hardware maintenance and activity, and performance monitoring. May select, train and evaluate lower level computer operations personnel.

Qualifications:

Computer Services – Professional Staff I	High School Diploma plus 3 years experience
Computer Services – Professional Staff II	High School Diploma plus 4 years experience
Computer Services – Professional Staff III	High School Diploma plus 5 years experience
Computer Services – Professional Staff IV	Bachelor's Degree
Computer Services – Professional Staff V	Bachelor's Degree plus 2 years experience
Computer Services – Professional Staff VI	Bachelor's Degree plus 5 years experience
Computer Services – Professional Staff VII	Bachelor's Degree plus 7 years experience
Computer Services – Professional Staff VIII	Bachelor's Degree plus 10 years experience

LAN ADMINISTRATION MANAGER I - V

Duties: Proposes and implements network policy to include firewalls, Internet Applications (Gopher, Mosaic), modems, communication servers, and WAN connectivity. Responsible for the design, installation and maintenance of local area networks. Assists with the evaluation of vendor products for large, complex networks to recommend initial acquisition or system enhancements. Responsible for analyzing, evaluating, and architecting cost effective LAN application solutions that make the most of resources and technology available in meeting business requirements. Designs and implements interface programs. Develops LAN security

procedures. Maintains applicable CERT and CIAC alerts and bulletins. Implements recommended security changes to include programs and applications, modifying firewalls, and hosts. Troubleshoots complex LAN problems. Determines network and application performance, diagnoses performance issues and recommends and implements solutions for network performance improvement. Trains users on LAN operation.

Qualifications:

LAN Administration Manager I	Bachelor's Degree
LAN Administration Manager II	Bachelor's Degree plus 2 years experience
LAN Administration Manager III	Bachelor's Degree plus 5 years experience
LAN Administration Manager IV	Bachelor's Degree plus 7 years experience
LAN Administration Manager V	Bachelor's Degree plus 10 years experience

SR. TECHNICIAN I - VI

Duties: Provides general technical support for engineering tasks. Support functions may include: various logistics support functions and automated support systems involving maintenance planning, personnel planning, training, support equipment, test equipment, technical and logistics data, facilities support, and supply support; assisting in design, development and evaluation of experimental apparatus, equipment, experimental facilities and instrumentation systems; repairs, rebuilds or overhauls major assemblies of machines or automobiles; and other general engineering support functions. May supervise/manage others.

Qualifications:

Sr. Technician I	Associate's Degree plus 6 years experience
Sr. Technician II	Bachelor's Degree plus 5 years experience
Sr. Technician III	Bachelor's Degree plus 7 years experience
Sr. Technician IV	Bachelor's Degree plus 10 years experience
Sr. Technician V	Bachelor's Degree plus 12 years experience
Sr. Technician VI	Bachelor's Degree plus 16 years experience

TECHNICIAN I - V

Duties: Provides general technical support for engineering tasks. Support functions may include: various logistics support functions and automated support systems involving maintenance planning, personnel planning, training, support equipment, test equipment, technical and logistics data, facilities support, and supply support; assisting in design, development and evaluation of experimental apparatus, equipment, experimental facilities and instrumentation systems; repairs, rebuilds or overhauls major assemblies of machines or automobiles; and other general engineering support functions.

Qualifications:

Technician I	High School Diploma plus 2 years experience
Technician II	High School Diploma plus 3 years experience
Technician III	High School Diploma plus 4 years experience
Technician IV	High School Diploma plus 5 years experience
Technician V	Associate's Degree plus 3 years experience

RESEARCH TECHNICIAN I - VIII

Duties: Collaborates with project scientists and or engineers in the design, development and evaluation of experimental apparatus, equipment, experimental facilities and instrumentation systems. Directs the development of apparatus, equipment and systems by interpreting

objectives and translating them into design concepts and definition of job requirements. Plans the methods and procedures required for fabricating, assembling, installing and testing a variety of experimental apparatus and equipment. Collects data and analyzes results from experiments and assists in the preparation of reports relating such results to project objectives. Applications may be in such specialized areas as radiography, technical photography, etc. Responsible for the safe and correct operation of major subsystems, research experiments, apparatus, instrumentation systems and/or experimental facilities, and for providing technical support in executing research and development projects. Prepares operational procedures, equipment and materials, specifications and technical summary reports. Diagnoses and debugs operational equipment problems and decides on repair or replacement actions. May provide work leadership to lower level employees.

Qualifications:

Research Technician I	High School Diploma plus 5 years experience
Research Technician II	Associate's Degree plus 3 years experience
Research Technician III	Associate's Degree plus 6 years experience
Research Technician IV	Bachelor's Degree plus 5 years experience
Research Technician V	Bachelor's Degree plus 7 years experience
Research Technician VI	Bachelor's Degree plus 10 years experience
Research Technician VII	Bachelor's Degree plus 12 years experience
Research Technician VIII	Bachelor's Degree plus 16 years experience

TECHNICAL WRITER I - V

Duties: Performs a wide variety of duties in the planning, preparation and writing of technical handbooks, manuals and other related technical and logistics-related publications. Researches, organizes, writes, edits, and produces data for use in a wide variety of complex technical publications pertaining to complete electronic systems and subsystems requiring in-depth knowledge of the subject matter and allied fields. Interfaces with customer for data/task clarification. May supervise and coordinate the activities of subordinates in such activities as writing, editing, photography, artwork, drafting and publishing. Collaborates with engineering and logistics personnel in the selection and determination of technical material and data required in order to fulfill the requirements for a specific publication. Refers to trade and engineering journals, blueprints, test procedures, military specifications, etc., in order to acquire or verify data to be used in the publication. Obtains material from vendor manuals for incorporation into new documentation. Recommends overall organization and layout, editorial standards, publication methods and the like. Ensures technical documentation is accurate, complete, meets editorial and government specifications, and adheres to standards for quality, graphics coverage, format, and style. May edit material prepared by subordinate writers checking for technical accuracy, completeness, compliance to customer and military specifications, technical and vocabulary level, and overall quality. Assists in the determination of illustrations, artwork and photography to be used, to more effectively package and display the publication. May prepare periodic progress/status reports and call out any adverse condition trends or problem areas noted in the progress of assigned work. Coordinates publication with outside sources and vendors, as needed.

Qualifications:

Technical Writer I	Bachelor's Degree
Technical Writer II	Bachelor's Degree plus 2 years experience
Technical Writer III	Bachelor's Degree plus 5 years experience
Technical Writer IV	Bachelor's Degree plus 7 years experience

Technical Writer V Bachelor's Degree plus 8 years experience

TRAINING SPECIALIST I - V

Duties: Responsible for developing, implementing, and conducting courses of instruction relating to logistics, logistics systems, specific logistics system elements/components or any general/specific functional area as required. Analyzes training requirements and objectives and identifies appropriate and specific training equipment, material, methods and media. Coordinates the maintenance and development of training material as necessary to ensure integration with on-going system development and operations. May perform the lead role in all phases of Instructional Systems Design and/or serve as day-to-day project/task manager and designer/developer on many projects. May conduct complex courses from start to completion or assist other instructors and lower level trainers in the classroom. Coordinates the development and delivery of training programs in support of complex products and procedures and/or for a major area or customer. May provide work leadership for lower level employees, including evaluating the effectiveness of their training presentations and programs. May provide input to management for scope, schedule and cost estimates. Updates course documentation to ensure timeliness and relevance. May assist in the development and establishment of the course content and objectives, and conduct training sessions, presenting information, directing structured learning experiences and managing group discussions. Focus is on specific areas of technical knowledge or on-the-job capabilities needed for particular positions. These skills may include logistics applications, phone systems, product assembly, policies and procedures, and inventory planning.

Qualifications:

Training Specialist I	Bachelor's Degree
Training Specialist II	Bachelor's Degree plus 2 years experience
Training Specialist III	Bachelor's Degree plus 5 years experience
Training Specialist IV	Bachelor's Degree plus 7 years experience
Training Specialist V	Bachelor's Degree plus 10 years experience

SECURITY MANAGER I - V

Duties: Possesses advanced practical experience in managing diverse protection programs with emphasis in managing security or related operations such as Acquisition RDT&E or technology based programs of complex proportions, project development from inception to deployment, expertise in management and control of contract funds and resources, demonstrated capability in managing multi-task contracts and/or subcontracts of various complexity. General experience includes increasing responsibilities within the discipline and/or management. Related security experience may include physical, IT, personnel, and OPSEC. Knowledge of DCIDS, NISPOMs, and other government policy documents required. Should possess security experience in all disciplines of security within the collateral/SAP/SAR/SCI environment. Must have a Top Secret Clearance and be eligible for DoE, SAP/SAR, ACI and other government agency access. Supports Program Manager in matters relating to overall contract performance, program personnel, reports, and contract deliverables. Provides guidance on both technical and non-technical matters. Develops and implements work plans to insure work is performed within schedule and all program requirements are met or exceeded.

Qualifications:

Security Manager I	Bachelor's Degree plus 5 years experience
Security Manager II	Bachelor's Degree plus 7 years experience
Security Manager III	Bachelor's Degree plus 8 years experience

Security Manager IV	Bachelor's Degree plus 10 years experience
Security Manager V	Bachelor's Degree plus 12 years experience

SECURITY SPECIALIST I - IV

Duties: Responsible for information protection, customer relations and project management. Analyzes data, applying protection criteria and making appropriate classification decisions about the information in question. Makes decisions about how data and policies about classification should be applied. Interacts with both internal and external clients to address information, personnel and program security issues. Acts occasionally as the intermediary between internal staff offices and between government officer and contractors. Develops and administers security procedures for classified material, documents, and equipment. Implements federal security regulations that apply to program operations. Prepares plans and establishes procedures for handling, storing, and keeping records and for granting personnel and visitors access to restricted areas and material. May develop educational material, which initiates, indoctrinates or refreshes the knowledge about government security policy. Assists the government in developing and applying security measures to programs during all phases of a program's life cycle. May draft security documents that instruct program participants on how to implement official security policy. May develop, produce and deliver audio/visual presentations to large audiences on topics related to program security. Performs and/or manages security services in one or more of the specialized security areas, applying incident management, problem solving, task management, and producing finished documentation; e.g., reports, special studies, policy and procedure development, security designs, training programs and assessments. Provides analytical, research and technical support to projects, producing solutions and documentation. Develops and monitors project tasks and schedules. May manage projects and supervise other security specialists and/or lower level employees.

Qualifications:

Security Specialist I	Bachelor's Degree
Security Specialist II	Bachelor's Degree plus 2 years experience
Security Specialist III	Bachelor's Degree plus 5 years experience
Security Specialist IV	Bachelor's Degree plus 7 years experience

PROFESSIONAL BUSINESS SPECIALIST I - VII

Duties: Includes efforts identified as business development, contracts and finance in nature, including but not limited to, contract negotiations and administration, project control, project planning and scheduling, and cost estimating. Responsible for detailed financial and administrative activities such as budgeting, reporting, estimating, analysis, etc. Performs cost/schedule variance analysis and provides resulting recommendations. Analyzes estimates of service, material, equipment and production costs. Reviews performance requirements ensuring contract is in accordance with legal requirements and customer specifications. May assist in developing and monitoring funding plans and may also support tasks requiring market research, identifying business opportunities, long range business plans, acquisition planning, and cost/benefit tradeoff activities. May act as liaison with customer agencies and offices. Performs other duties as assigned.

Qualifications:

Professional Business Specialist I	Bachelor's Degree
Professional Business Specialist II	Bachelor's Degree plus 2 years experience
Professional Business Specialist III	Bachelor's Degree plus 5 years experience
Professional Business Specialist IV	Bachelor's Degree plus 7 years experience

Professional Business Specialist V	Bachelor's Degree plus 8 years experience
Professional Business Specialist VI	Bachelor's Degree plus 10 years experience
Professional Business Specialist VII	Bachelor's Degree plus 12 years experience

ADMINISTRATIVE SUPPORT I - V

Duties: Provides administrative-type support to technical and management-level personnel. This includes, but is not limited to, answering the telephone, documentation planning and support, project administration, program management support, event planning and administration, office relocation planning, mail services, records, and data input. Composes routine correspondence, documents, reports, orders, forms, etc., in support of site personnel as required. Locates and summarizes information and data from files and documents. Responsible for maintaining duty status of site personnel, suspense dates for matters requiring compliance and similar information/data concerning the site mission. Requires technical computer skills and ability to use word processing, spreadsheet, and presentation development software. Plans the layout of text, charts, forms, tabulation, or any combination of this material for neat and balanced appearance. Types materials from written drafts while applying knowledge of grammar, spelling, capitalization, and punctuation accordingly. Pays attention to detail while proofreading typed material before submission. Maintains files, documents and record of completed work, and works in cooperation with others in large, complex publication efforts. Assists in preparation of user manuals, training materials, installation guides, proposals, reports, and other customer deliverables and documents. May include the supervision and/or direction/scheduling of lower level employees.

Qualifications:

Administrative Support I	High School Diploma
Administrative Support II	High School Diploma plus 1 years experience
Administrative Support III	High School Diploma plus 4 years experience
Administrative Support IV	High School Diploma plus 6 years experience
Administrative Support V	Bachelor's Degree plus 2 years experience

SECTION A-2 LABOR RATES

GOVERNMENT SITE LABOR RATES

Labor Categories	11-16-09 to 11-15-10	11-16-10 to 11-15-11	11-16-11 to 11-15-12	11-16-12 to 11-15-13	11-16-13 to 03-21-15
Corp Officer	\$227.18	\$234.00	\$241.02	\$248.25	\$255.69
Technical Director - IV	\$227.18	\$234.00	\$241.02	\$248.25	\$255.69
Technical Director - III	\$166.10	\$171.08	\$176.22	\$181.50	\$186.95
Technical Director - II	\$139.21	\$143.39	\$147.69	\$152.12	\$156.68
Technical Director - I	\$119.44	\$123.02	\$126.71	\$130.52	\$134.43
Project Manager - VII	\$227.18	\$234.00	\$241.02	\$248.25	\$255.69
Project Manager - VI	\$166.10	\$171.08	\$176.22	\$181.50	\$186.95
Project Manager - V	\$145.24	\$149.60	\$154.09	\$158.71	\$163.47
Project Manager - IV	\$139.21	\$143.39	\$147.69	\$152.12	\$156.68
Project Manager - III	\$107.38	\$110.60	\$113.92	\$117.34	\$120.86
Project Manager - II	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Project Manager - I	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Project Engineer - VII	\$227.18	\$234.00	\$241.02	\$248.25	\$255.69
Project Engineer - VI	\$166.10	\$171.08	\$176.22	\$181.50	\$186.95
Project Engineer - V	\$145.24	\$149.60	\$154.09	\$158.71	\$163.47
Project Engineer - IV	\$121.13	\$124.76	\$128.51	\$132.36	\$136.33
Project Engineer - III	\$107.38	\$110.60	\$113.92	\$117.34	\$120.86
Project Engineer - II	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Project Engineer - I	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Facilities Engineer - V	\$145.24	\$149.60	\$154.09	\$158.71	\$163.47
Facilities Engineer - IV	\$107.38	\$110.60	\$113.92	\$117.34	\$120.86
Facilities Engineer - III	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Facilities Engineer - II	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Facilities Engineer - I	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09
Field Engineer - VII	\$145.24	\$149.60	\$154.09	\$158.71	\$163.47
Field Engineer - VI	\$107.38	\$110.60	\$113.92	\$117.34	\$120.86
Field Engineer - V	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Field Engineer - IV	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Field Engineer - III	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09
Field Engineer - II	\$57.25	\$58.97	\$60.74	\$62.56	\$64.44
Field Engineer - I	\$48.47	\$49.92	\$51.42	\$52.96	\$54.55
Logistics Engineer - VII	\$145.24	\$149.60	\$154.09	\$158.71	\$163.47
Logistics Engineer - VI	\$107.38	\$110.60	\$113.92	\$117.34	\$120.86
Logistics Engineer - V	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Logistics Engineer - IV	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Logistics Engineer - III	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09
Logistics Engineer - II	\$57.25	\$58.97	\$60.74	\$62.56	\$64.44
Logistics Engineer - I	\$48.47	\$49.92	\$51.42	\$52.96	\$54.55
Mechanical Engineer - VII	\$227.18	\$234.00	\$241.02	\$248.25	\$255.69
Mechanical Engineer - VI	\$145.24	\$149.60	\$154.09	\$158.71	\$163.47
Mechanical Engineer - V	\$107.38	\$110.60	\$113.92	\$117.34	\$120.86

Labor Categories	11-16-09 to 11-15-10	11-16-10 to 11-15-11	11-16-11 to 11-15-12	11-16-12 to 11-15-13	11-16-13 to 03-21-15
Mechanical Engineer - IV	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Mechanical Engineer - III	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Mechanical Engineer - II	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09
Mechanical Engineer - I	\$57.25	\$58.97	\$60.74	\$62.56	\$64.44
Hardware Engineer - VII	\$227.18	\$234.00	\$241.02	\$248.25	\$255.69
Hardware Engineer - VI	\$145.24	\$149.60	\$154.09	\$158.71	\$163.47
Hardware Engineer - V	\$107.38	\$110.60	\$113.92	\$117.34	\$120.86
Hardware Engineer - IV	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Hardware Engineer - III	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Hardware Engineer - II	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09
Hardware Engineer - I	\$57.25	\$58.97	\$60.74	\$62.56	\$64.44
Software Engineer - VII	\$227.18	\$234.00	\$241.02	\$248.25	\$255.69
Software Engineer - VI	\$145.24	\$149.60	\$154.09	\$158.71	\$163.47
Software Engineer - V	\$107.38	\$110.60	\$113.92	\$117.34	\$120.86
Software Engineer - IV	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Software Engineer - III	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Software Engineer - II	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09
Software Engineer - I	\$57.25	\$58.97	\$60.74	\$62.56	\$64.44
Systems Engineer - VII	\$227.18	\$234.00	\$241.02	\$248.25	\$255.69
Systems Engineer - VI	\$145.24	\$149.60	\$154.09	\$158.71	\$163.47
Systems Engineer - V	\$107.38	\$110.60	\$113.92	\$117.34	\$120.86
Systems Engineer - IV	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Systems Engineer - III	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Systems Engineer - II	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09
Systems Engineer - I	\$57.25	\$58.97	\$60.74	\$62.56	\$64.44
Configuration Analyst - V	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Configuration Analyst - IV	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Configuration Analyst - III	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09
Configuration Analyst - II	\$57.25	\$58.97	\$60.74	\$62.56	\$64.44
Configuration Analyst - I	\$48.47	\$49.92	\$51.42	\$52.96	\$54.55
Database Design Analyst - VI	\$145.24	\$149.60	\$154.09	\$158.71	\$163.47
Database Design Analyst - V	\$107.38	\$110.60	\$113.92	\$117.34	\$120.86
Database Design Analyst - IV	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Database Design Analyst - III	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Database Design Analyst - II	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09
Database Design Analyst - I	\$57.25	\$58.97	\$60.74	\$62.56	\$64.44
Information Systems Security Analyst - VII	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Information Systems Security Analyst - VI	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Information Systems Security Analyst - V	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09

Labor Categories	11-16-09 to 11-15-10	11-16-10 to 11-15-11	11-16-11 to 11-15-12	11-16-12 to 11-15-13	11-16-13 to 03-21-15
Information Systems Security Analyst - IV	\$57.25	\$58.97	\$60.74	\$62.56	\$64.44
Information Systems Security Analyst - III	\$48.47	\$49.92	\$51.42	\$52.96	\$54.55
Information Systems Security Analyst - II	\$44.03	\$45.35	\$46.71	\$48.11	\$49.56
Information Systems Security Analyst - I	\$36.95	\$38.06	\$39.20	\$40.38	\$41.59
Programming Analyst - VI	\$107.38	\$110.60	\$113.92	\$117.34	\$120.86
Programming Analyst - V	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Programming Analyst - IV	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Programming Analyst - III	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09
Programming Analyst - II	\$57.25	\$58.97	\$60.74	\$62.56	\$64.44
Programming Analyst - I	\$48.47	\$49.92	\$51.42	\$52.96	\$54.55
Quality Analyst - V	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Quality Analyst - IV	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Quality Analyst - III	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09
Quality Analyst - II	\$57.25	\$58.97	\$60.74	\$62.56	\$64.44
Quality Analyst - I	\$48.47	\$49.92	\$51.42	\$52.96	\$54.55
Systems Analyst - VII	\$145.24	\$149.60	\$154.09	\$158.71	\$163.47
Systems Analyst - VI	\$107.38	\$110.60	\$113.92	\$117.34	\$120.86
Systems Analyst - V	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Systems Analyst - IV	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Systems Analyst - III	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09
Systems Analyst - II	\$57.25	\$58.97	\$60.74	\$62.56	\$64.44
Systems Analyst - I	\$48.47	\$49.92	\$51.42	\$52.96	\$54.55
Technical Support Analyst - V	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Technical Support Analyst - IV	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Technical Support Analyst - III	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09
Technical Support Analyst - II	\$57.25	\$58.97	\$60.74	\$62.56	\$64.44
Technical Support Analyst - I	\$48.47	\$49.92	\$51.42	\$52.96	\$54.55
Computer Services Professional Staff - VIII	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Computer Services Professional Staff - VII	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Computer Services Professional Staff - VI	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09
Computer Services Professional Staff - V *	\$57.25	\$58.97	\$60.74	\$62.56	\$64.44
Computer Services Professional Staff - IV *	\$48.47	\$49.92	\$51.42	\$52.96	\$54.55
Computer Services Professional Staff - III *	\$42.42	\$43.69	\$45.00	\$46.35	\$47.74
Computer Services Professional Staff - II *	\$36.95	\$38.06	\$39.20	\$40.38	\$41.59

Labor Categories	11-16-09 to 11-15-10	11-16-10 to 11-15-11	11-16-11 to 11-15-12	11-16-12 to 11-15-13	11-16-13 to 03-21-15
Computer Services Professional Staff - I *	\$31.09	\$32.02	\$32.98	\$33.97	\$34.99
LAN Administration Manager - V	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
LAN Administration Manager - IV	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
LAN Administration Manager - III	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09
LAN Administration Manager - II	\$57.25	\$58.97	\$60.74	\$62.56	\$64.44
LAN Administration Manager - I	\$48.47	\$49.92	\$51.42	\$52.96	\$54.55
Sr. Technician - VI	\$145.24	\$149.60	\$154.09	\$158.71	\$163.47
Sr. Technician - V	\$107.38	\$110.60	\$113.92	\$117.34	\$120.86
Sr. Technician - IV	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Sr. Technician - III	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Sr. Technician - II	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09
Sr. Technician - I	\$57.25	\$58.97	\$60.74	\$62.56	\$64.44
Technician - V *	\$65.18	\$67.14	\$69.15	\$71.22	\$73.36
Technician - IV *	\$54.09	\$55.71	\$57.38	\$59.11	\$60.88
Technician - III *	\$36.95	\$38.06	\$39.20	\$40.38	\$41.59
Technician - II *	\$33.56	\$34.57	\$35.60	\$36.67	\$37.77
Technician - I *	\$25.82	\$26.59	\$27.39	\$28.21	\$29.06
Research Technician - VIII	\$145.24	\$149.60	\$154.09	\$158.71	\$163.47
Research Technician - VII	\$107.38	\$110.60	\$113.92	\$117.34	\$120.86
Research Technician - VI	\$97.47	\$100.39	\$103.41	\$106.51	\$109.70
Research Technician - V	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31
Research Technician - IV	\$72.05	\$74.21	\$76.44	\$78.73	\$81.09
Research Technician - III	\$57.25	\$58.97	\$60.74	\$62.56	\$64.44
Research Technician - II	\$48.47	\$49.92	\$51.42	\$52.96	\$54.55
Research Technician - I	\$42.42	\$43.69	\$45.00	\$46.35	\$47.74
Technical Writer - V	\$83.54	\$86.05	\$88.63	\$91.29	\$94.03
Technical Writer - IV	\$70.43	\$72.54	\$74.72	\$76.96	\$79.27
Technical Writer - III *	\$62.43	\$64.30	\$66.23	\$68.22	\$70.27
Technical Writer - II *	\$48.18	\$49.63	\$51.11	\$52.65	\$54.23
Technical Writer - I *	\$40.95	\$42.18	\$43.44	\$44.75	\$46.09
Training Specialist - V	\$87.36	\$89.98	\$92.68	\$95.46	\$98.32
Training Specialist - IV	\$72.98	\$75.17	\$77.42	\$79.75	\$82.14
Training Specialist - III	\$60.10	\$61.90	\$63.76	\$65.67	\$67.64
Training Specialist - II	\$54.46	\$56.09	\$57.78	\$59.51	\$61.30
Training Specialist - I	\$42.91	\$44.20	\$45.52	\$46.89	\$48.30
Security Manager - V	\$98.76	\$101.72	\$104.77	\$107.92	\$111.16
Security Manager - IV	\$87.12	\$89.73	\$92.43	\$95.20	\$98.05
Security Manager - III	\$81.02	\$83.45	\$85.95	\$88.53	\$91.19
Security Manager - II	\$69.49	\$71.57	\$73.72	\$75.93	\$78.21
Security Manager - I	\$62.43	\$64.30	\$66.23	\$68.22	\$70.27

Labor Categories	11-16-09 to 11-15-10	11-16-10 to 11-15-11	11-16-11 to 11-15-12	11-16-12 to 11-15-13	11-16-13 to 03-21-15
Security Specialist - IV	\$70.04	\$72.14	\$74.31	\$76.53	\$78.83
Security Specialist - III	\$62.43	\$64.30	\$66.23	\$68.22	\$70.27
Security Specialist - II	\$48.18	\$49.63	\$51.11	\$52.65	\$54.23
Security Specialist - I	\$41.54	\$42.79	\$44.07	\$45.39	\$46.75
Prof Business Specialist - VII	\$98.76	\$101.72	\$104.77	\$107.92	\$111.16
Prof Business Specialist - VI	\$93.17	\$95.97	\$98.84	\$101.82	\$104.86
Prof Business Specialist - V	\$83.54	\$86.05	\$88.63	\$91.29	\$94.03
Prof Business Specialist - IV	\$73.48	\$75.68	\$77.95	\$80.29	\$82.70
Prof Business Specialist - III	\$62.43	\$64.30	\$66.23	\$68.22	\$70.27
Prof Business Specialist - II	\$48.18	\$49.63	\$51.11	\$52.65	\$54.23
Prof Business Specialist - I	\$41.54	\$42.79	\$44.07	\$45.39	\$46.75
Administrative Support - V	\$48.18	\$49.63	\$51.11	\$52.65	\$54.23
Administrative Support - IV *	\$41.54	\$42.79	\$44.07	\$45.39	\$46.75
Administrative Support - III *	\$37.60	\$38.73	\$39.89	\$41.09	\$42.32
Administrative Support - II *	\$29.89	\$30.79	\$31.71	\$32.66	\$33.64
Administrative Support - I *	\$25.36	\$26.12	\$26.90	\$27.71	\$28.54

SCA Category Matrix

GSA Schedule Labor Category Title	Maps to SCA Category:	WD Number
Technician 5	30084 Engineering Technician IV	52103
Technician 4	30084 Engineering Technician IV	52103
Technician 3	30083 Engineering Technician III	52103
Technician 2	30082 Engineering Technician II	52103
Technician 1	30081 Engineering Technician I	52103
Computer Services - Professional Staff 5	14045 Computer Operator V	52103
Computer Services - Professional Staff 4	14044 Computer Operator IV	52103
Computer Services - Professional Staff 3	14043 Computer Operator III	52103
Computer Services - Professional Staff 2	14042 Computer Operator II	52103
Computer Services - Professional Staff 1	14041 Computer Operator I	52103
Technical Writer 3	Technical Writer III	52103
Technical Writer 2	Technical Writer II	52103
Technical Writer 1	Technical Writer I	52103
Administrator 4	01020 Administrative Assistant	52103
Administrator 3	01311 Secretary I	52103
Administrator 2	01112 General Clerk II	52103
Administrator 1	01111 General Clerk I	52103

**MANTECH SITE LABOR RATES
(CONTRACTOR SITE)**

Labor Categories	11-16-09 to 11-15-10	11-16-10 to 11-15-11	11-16-11 to 11-15-12	11-16-12 to 11- 15-13	11-16-13 to 03-21-15
Corp Officer	\$256.80	\$264.50	\$272.44	\$280.61	\$289.03
Technical Director - IV	\$256.80	\$264.50	\$272.44	\$280.61	\$289.03
Technical Director - III	\$199.52	\$205.51	\$211.67	\$218.02	\$224.56
Technical Director - II	\$166.68	\$171.68	\$176.83	\$182.14	\$187.60
Technical Director - I	\$138.03	\$142.17	\$146.44	\$150.83	\$155.35
Project Manager - VII	\$256.80	\$264.50	\$272.44	\$280.61	\$289.03
Project Manager - VI	\$199.52	\$205.51	\$211.67	\$218.02	\$224.56
Project Manager - V	\$172.19	\$177.36	\$182.68	\$188.16	\$193.80
Project Manager - IV	\$166.68	\$171.68	\$176.83	\$182.14	\$187.60
Project Manager - III	\$128.66	\$132.52	\$136.50	\$140.59	\$144.81
Project Manager - II	\$115.56	\$119.03	\$122.60	\$126.28	\$130.06
Project Manager - I	\$100.52	\$103.54	\$106.64	\$109.84	\$113.14
Project Engineer - VII	\$256.80	\$264.50	\$272.44	\$280.61	\$289.03
Project Engineer - VI	\$199.52	\$205.51	\$211.67	\$218.02	\$224.56
Project Engineer - V	\$172.19	\$177.36	\$182.68	\$188.16	\$193.80
Project Engineer - IV	\$147.28	\$151.70	\$156.25	\$160.94	\$165.76
Project Engineer - III	\$128.66	\$132.52	\$136.50	\$140.59	\$144.81
Project Engineer - II	\$115.56	\$119.03	\$122.60	\$126.28	\$130.06
Project Engineer - I	\$100.52	\$103.54	\$106.64	\$109.84	\$113.14
Facilities Engineer - V	\$172.19	\$177.36	\$182.68	\$188.16	\$193.80
Facilities Engineer - IV	\$128.66	\$132.52	\$136.50	\$140.59	\$144.81
Facilities Engineer - III	\$112.70	\$116.08	\$119.56	\$123.15	\$126.84
Facilities Engineer - II	\$99.11	\$102.08	\$105.15	\$108.30	\$111.55
Facilities Engineer - I	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23
Field Engineer - VII	\$172.19	\$177.36	\$182.68	\$188.16	\$193.80
Field Engineer - VI	\$128.66	\$132.52	\$136.50	\$140.59	\$144.81
Field Engineer - V	\$112.70	\$116.08	\$119.56	\$123.15	\$126.84
Field Engineer - IV	\$99.11	\$102.08	\$105.15	\$108.30	\$111.55
Field Engineer - III	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23
Field Engineer - II	\$68.70	\$70.76	\$72.88	\$75.07	\$77.32
Field Engineer - I	\$58.17	\$59.92	\$61.71	\$63.56	\$65.47
Logistics Engineer - VII	\$172.19	\$177.36	\$182.68	\$188.16	\$193.80
Logistics Engineer - VI	\$128.66	\$132.52	\$136.50	\$140.59	\$144.81
Logistics Engineer - V	\$112.70	\$116.08	\$119.56	\$123.15	\$126.84
Logistics Engineer - IV	\$99.11	\$102.08	\$105.15	\$108.30	\$111.55
Logistics Engineer - III	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23
Logistics Engineer - II	\$68.70	\$70.76	\$72.88	\$75.07	\$77.32
Logistics Engineer - I	\$58.17	\$59.92	\$61.71	\$63.56	\$65.47
Mechanical Engineer - VII	\$256.80	\$264.50	\$272.44	\$280.61	\$289.03
Mechanical Engineer - VI	\$172.19	\$177.36	\$182.68	\$188.16	\$193.80
Mechanical Engineer - V	\$128.66	\$132.52	\$136.50	\$140.59	\$144.81

Labor Categories	11-16-09 to 11-15-10	11-16-10 to 11-15-11	11-16-11 to 11-15-12	11-16-12 to 11- 15-13	11-16-13 to 03-21-15
Mechanical Engineer - IV	\$112.70	\$116.08	\$119.56	\$123.15	\$126.84
Mechanical Engineer - III	\$99.11	\$102.08	\$105.15	\$108.30	\$111.55
Mechanical Engineer - II	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23
Mechanical Engineer - I	\$68.70	\$70.76	\$72.88	\$75.07	\$77.32
Hardware Engineer - VII	\$256.80	\$264.50	\$272.44	\$280.61	\$289.03
Hardware Engineer - VI	\$172.19	\$177.36	\$182.68	\$188.16	\$193.80
Hardware Engineer - V	\$128.66	\$132.52	\$136.50	\$140.59	\$144.81
Hardware Engineer - IV	\$112.70	\$116.08	\$119.56	\$123.15	\$126.84
Hardware Engineer - III	\$99.11	\$102.08	\$105.15	\$108.30	\$111.55
Hardware Engineer - II	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23
Hardware Engineer - I	\$68.70	\$70.76	\$72.88	\$75.07	\$77.32
Software Engineer - VII	\$256.80	\$264.50	\$272.44	\$280.61	\$289.03
Software Engineer - VI	\$172.19	\$177.36	\$182.68	\$188.16	\$193.80
Software Engineer - V	\$128.66	\$132.52	\$136.50	\$140.59	\$144.81
Software Engineer - IV	\$115.84	\$119.32	\$122.89	\$126.58	\$130.38
Software Engineer - III	\$99.13	\$102.10	\$105.17	\$108.32	\$111.57
Software Engineer - II	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23
Software Engineer - I	\$68.70	\$70.76	\$72.88	\$75.07	\$77.32
Systems Engineer - VII	\$256.80	\$264.50	\$272.44	\$280.61	\$289.03
Systems Engineer - VI	\$172.19	\$177.36	\$182.68	\$188.16	\$193.80
Systems Engineer - V	\$128.66	\$132.52	\$136.50	\$140.59	\$144.81
Systems Engineer - IV	\$116.97	\$120.48	\$124.09	\$127.82	\$131.65
Systems Engineer - III	\$100.52	\$103.54	\$106.64	\$109.84	\$113.14
Systems Engineer - II	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23
Systems Engineer - I	\$68.70	\$70.76	\$72.88	\$75.07	\$77.32
Configuration Analyst - V	\$112.70	\$116.08	\$119.56	\$123.15	\$126.84
Configuration Analyst - IV	\$99.11	\$102.08	\$105.15	\$108.30	\$111.55
Configuration Analyst - III	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23
Configuration Analyst - II	\$68.70	\$70.76	\$72.88	\$75.07	\$77.32
Configuration Analyst - I	\$58.17	\$59.92	\$61.71	\$63.56	\$65.47
Database Design Analyst - VI	\$172.19	\$177.36	\$182.68	\$188.16	\$193.80
Database Design Analyst - V	\$128.66	\$132.52	\$136.50	\$140.59	\$144.81
Database Design Analyst - IV	\$116.97	\$120.48	\$124.09	\$127.82	\$131.65
Database Design Analyst - III	\$100.52	\$103.54	\$106.64	\$109.84	\$113.14
Database Design Analyst - II	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23
Database Design Analyst - I	\$68.70	\$70.76	\$72.88	\$75.07	\$77.32
Information Systems Security Analyst - VII	\$116.97	\$120.48	\$124.09	\$127.82	\$131.65
Information Systems Security Analyst - VI	\$100.52	\$103.54	\$106.64	\$109.84	\$113.14
Information Systems Security Analyst - V	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23

Labor Categories	11-16-09 to 11-15-10	11-16-10 to 11-15-11	11-16-11 to 11-15-12	11-16-12 to 11- 15-13	11-16-13 to 03-21-15
Information Systems Security Analyst - IV	\$68.70	\$70.76	\$72.88	\$75.07	\$77.32
Information Systems Security Analyst - III	\$57.26	\$58.98	\$60.75	\$62.57	\$64.45
Information Systems Security Analyst - II	\$52.73	\$54.31	\$55.94	\$57.62	\$59.35
Information Systems Security Analyst - I	\$44.25	\$45.58	\$46.94	\$48.35	\$49.80
Programming Analyst - VI	\$128.66	\$132.52	\$136.50	\$140.59	\$144.81
Programming Analyst - V	\$116.97	\$120.48	\$124.09	\$127.82	\$131.65
Programming Analyst - IV	\$100.52	\$103.54	\$106.64	\$109.84	\$113.14
Programming Analyst - III	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23
Programming Analyst - II	\$68.70	\$70.76	\$72.88	\$75.07	\$77.32
Programming Analyst - I	\$56.72	\$58.42	\$60.17	\$61.98	\$63.84
Quality Analyst - V	\$112.70	\$116.08	\$119.56	\$123.15	\$126.84
Quality Analyst - IV	\$99.11	\$102.08	\$105.15	\$108.30	\$111.55
Quality Analyst - III	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23
Quality Analyst - II	\$68.70	\$70.76	\$72.88	\$75.07	\$77.32
Quality Analyst - I	\$58.17	\$59.92	\$61.71	\$63.56	\$65.47
Systems Analyst - VII	\$172.19	\$177.36	\$182.68	\$188.16	\$193.80
Systems Analyst - VI	\$128.66	\$132.52	\$136.50	\$140.59	\$144.81
Systems Analyst - V	\$116.97	\$120.48	\$124.09	\$127.82	\$131.65
Systems Analyst - IV	\$100.52	\$103.54	\$106.64	\$109.84	\$113.14
Systems Analyst - III	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23
Systems Analyst - II	\$68.70	\$70.76	\$72.88	\$75.07	\$77.32
Systems Analyst - I	\$57.30	\$59.02	\$60.79	\$62.61	\$64.49
Technical Support Analyst - V	\$116.97	\$120.48	\$124.09	\$127.82	\$131.65
Technical Support Analyst - IV	\$100.52	\$103.54	\$106.64	\$109.84	\$113.14
Technical Support Analyst - III	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23
Technical Support Analyst - II	\$68.70	\$70.76	\$72.88	\$75.07	\$77.32
Technical Support Analyst - I	\$57.26	\$58.98	\$60.75	\$62.57	\$64.45
Computer Services Professional Staff - VIII	\$116.97	\$120.48	\$124.09	\$127.82	\$131.65
Computer Services Professional Staff - VII	\$100.52	\$103.54	\$106.64	\$109.84	\$113.14
Computer Services Professional Staff - VI	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23
Computer Services Professional Staff - V *	\$68.70	\$70.76	\$72.88	\$75.07	\$77.32
Computer Services Professional Staff - IV *	\$57.26	\$58.98	\$60.75	\$62.57	\$64.45
Computer Services Professional Staff - III *	\$49.03	\$50.50	\$52.02	\$53.58	\$55.18
Computer Services Professional Staff - II *	\$43.92	\$45.24	\$46.59	\$47.99	\$49.43

Labor Categories	11-16-09 to 11-15-10	11-16-10 to 11-15-11	11-16-11 to 11-15-12	11-16-12 to 11- 15-13	11-16-13 to 03-21-15
Computer Services Professional Staff - I *	\$35.93	\$37.01	\$38.12	\$39.26	\$40.44
LAN Administration Manager - V	\$116.97	\$120.48	\$124.09	\$127.82	\$131.65
LAN Administration Manager - IV	\$100.52	\$103.54	\$106.64	\$109.84	\$113.14
LAN Administration Manager - III	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23
LAN Administration Manager - II	\$68.70	\$70.76	\$72.88	\$75.07	\$77.32
LAN Administration Manager - I	\$58.17	\$59.92	\$61.71	\$63.56	\$65.47
Sr. Technician - VI	\$172.19	\$177.36	\$182.68	\$188.16	\$193.80
Sr. Technician - V	\$128.66	\$132.52	\$136.50	\$140.59	\$144.81
Sr. Technician - IV	\$112.70	\$116.08	\$119.56	\$123.15	\$126.84
Sr. Technician - III	\$99.11	\$102.08	\$105.15	\$108.30	\$111.55
Sr. Technician - II	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23
Sr. Technician - I	\$68.70	\$70.76	\$72.88	\$75.07	\$77.32
Technician - V *	\$75.33	\$77.59	\$79.92	\$82.32	\$84.78
Technician - IV *	\$62.51	\$64.39	\$66.32	\$68.31	\$70.36
Technician - III *	\$44.25	\$45.58	\$46.94	\$48.35	\$49.80
Technician - II *	\$38.71	\$39.87	\$41.07	\$42.30	\$43.57
Technician - I *	\$29.83	\$30.72	\$31.65	\$32.60	\$33.57
Research Technician - VIII	\$172.19	\$177.36	\$182.68	\$188.16	\$193.80
Research Technician - VII	\$126.11	\$129.89	\$133.79	\$137.80	\$141.94
Research Technician - VI	\$116.97	\$120.48	\$124.09	\$127.82	\$131.65
Research Technician - V	\$100.52	\$103.54	\$106.64	\$109.84	\$113.14
Research Technician - IV	\$86.39	\$88.98	\$91.65	\$94.40	\$97.23
Research Technician - III	\$68.70	\$70.76	\$72.88	\$75.07	\$77.32
Research Technician - II	\$57.26	\$58.98	\$60.75	\$62.57	\$64.45
Research Technician - I	\$49.03	\$50.50	\$52.02	\$53.58	\$55.18
Technical Writer - V	\$100.46	\$103.47	\$106.58	\$109.78	\$113.07
Technical Writer - IV	\$81.40	\$83.84	\$86.36	\$88.95	\$91.62
Technical Writer - III *	\$74.88	\$77.13	\$79.44	\$81.82	\$84.28
Technical Writer - II *	\$57.80	\$59.53	\$61.32	\$63.16	\$65.05
Technical Writer - I *	\$47.32	\$48.74	\$50.20	\$51.71	\$53.26
Training Specialist - V	\$100.97	\$104.00	\$107.12	\$110.33	\$113.64
Training Specialist - IV	\$84.35	\$86.88	\$89.49	\$92.17	\$94.94
Training Specialist - III	\$69.45	\$71.53	\$73.68	\$75.89	\$78.17
Training Specialist - II	\$62.94	\$64.83	\$66.77	\$68.78	\$70.84
Training Specialist - I	\$49.59	\$51.08	\$52.61	\$54.19	\$55.81
Security Manager - V	\$123.25	\$126.95	\$130.76	\$134.68	\$138.72
Security Manager - IV	\$100.69	\$103.71	\$106.82	\$110.03	\$113.33
Security Manager - III	\$93.64	\$96.45	\$99.34	\$102.32	\$105.39
Security Manager - II	\$80.31	\$82.72	\$85.20	\$87.76	\$90.39
Security Manager - I	\$73.17	\$75.37	\$77.63	\$79.95	\$82.35

Labor Categories	11-16-09 to 11-15-10	11-16-10 to 11-15-11	11-16-11 to 11-15-12	11-16-12 to 11- 15-13	11-16-13 to 03-21-15
Security Specialist - IV	\$80.95	\$83.38	\$85.88	\$88.46	\$91.11
Security Specialist - III	\$73.17	\$75.37	\$77.63	\$79.95	\$82.35
Security Specialist - II	\$57.80	\$59.53	\$61.32	\$63.16	\$65.05
Security Specialist - I	\$49.94	\$51.44	\$52.98	\$54.57	\$56.21
Prof Business Specialist - VII	\$123.25	\$126.95	\$130.76	\$134.68	\$138.72
Prof Business Specialist - VI	\$113.05	\$116.44	\$119.93	\$123.53	\$127.24
Prof Business Specialist - V	\$100.46	\$103.47	\$106.58	\$109.78	\$113.07
Prof Business Specialist - IV	\$87.93	\$90.57	\$93.28	\$96.08	\$98.97
Prof Business Specialist - III	\$74.88	\$77.13	\$79.44	\$81.82	\$84.28
Prof Business Specialist - II	\$57.80	\$59.53	\$61.32	\$63.16	\$65.05
Prof Business Specialist - I	\$48.45	\$49.90	\$51.40	\$52.94	\$54.53
Administrative Support - V	\$57.80	\$59.53	\$61.32	\$63.16	\$65.05
Administrative Support - IV *	\$49.94	\$51.44	\$52.98	\$54.57	\$56.21
Administrative Support - III *	\$44.03	\$45.35	\$46.71	\$48.11	\$49.56
Administrative Support - II *	\$35.84	\$36.92	\$38.02	\$39.16	\$40.34
Administrative Support - I *	\$29.31	\$30.19	\$31.09	\$32.03	\$32.99

SCA Category Matrix

GSA Schedule Labor Category Title	Maps to SCA Category:	WD Number
Technician 5	30084 Engineering Technician IV	52103
Technician 4	30084 Engineering Technician IV	52103
Technician 3	30083 Engineering Technician III	52103
Technician 2	30082 Engineering Technician II	52103
Technician 1	30081 Engineering Technician I	52103
Computer Services - Professional Staff 5	14045 Computer Operator V	52103
Computer Services - Professional Staff 4	14044 Computer Operator IV	52103
Computer Services - Professional Staff 3	14043 Computer Operator III	52103
Computer Services - Professional Staff 2	14042 Computer Operator II	52103
Computer Services - Professional Staff 1	14041 Computer Operator I	52103
Technical Writer 3	Technical Writer III	52103
Technical Writer 2	Technical Writer II	52103
Technical Writer 1	Technical Writer I	52103
Administrator 4	01020 Administrative Assistant	52103
Administrator 3	01311 Secretary I	52103
Administrator 2	01112 General Clerk II	52103
Administrator 1	01111 General Clerk I	52103